

ToT Workshop in Najaf (Feb.16-26, 2004): M&E Report

Prepared for:

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1. Introduction

Monitoring & Evaluation of health projects is considered as the corner stone for the improvement of the performance by diagnosing erroneous activities and providing technical advices and support when needed.

Training workshops are considered among the vital requirements for the success of many strengthening health projects. And these workshops themselves require monitoring and evaluation to improve their future implementation by the feed back information gained from the participants.

M & E team has prepared a plan to monitor and evaluate all of the workshops held by the health care delivery team throughout their course including individual workshop and training assessment as well as an overall program activity assessment. These will be done by using the pre-designed M&E tool (evaluation questionnaire).

2. Objectives

The objectives of this M&E report:

- To analyze some of the variables related to the workshop participants like age, gender, profession, administrative position, and place of work.
- To provide the health care delivery team with a feedback report by revising the opinions of the participants about the training, and the benefit they got from the workshop.

3.Approaches:

In order to reach the above mentioned objectives, the monitoring and evaluation team designed a questionnaire form that is universal for all the workshops and submit this form to the health care delivery team. Participants filled these forms at the end of their workshop, data was processed using the EPI6 and Excel computer programs.

4. Results

The workshop was held in Najaf for 10 days . The total number of participants was 17. The mean age of the participants was 39.35 years \pm 5.195 SD, with a range between 33 – 49 years and a median of 37 years.

The sex distribution of the participants is displayed in table 1, where it shows that the participants were (70.6 %) males and (29.4 %) females.

Table 2 shows that all of the participants were from Najaf where the workshop was held.

Table 3 shows participants' professions where (70.6) of the participants were working just as medical doctors, (23.5%) were community medicine specialists, and only one (5.9%) was a statistician.

Table 4 shows that most of the participants has no specific administrative positions (70.6%), (11.8%) were community medicine specialists, one of the participants (5.9%) was a hospital manager, one (5.9%) was a PHCC manager, and one (5.9%) was a department manager in the DOH of Najaf.

Table 5 is a comprehensive table showing the opinions of the participants about different aspects of the workshop. The majority (76.5%) of the participants considered the length of the workshop is short, and (23.5%) of them found it long (Fig.1) . Most of the participants (88.2%) found the workshop are very useful and (11.8 %) of them found it just useful. (see figure 2 for detail).

Interestingly, no participant felt there was no improvement in their knowledge and skills. Most of them (70.6%) reported a major improvement, while the other (29.4%) of them felt that they had a minor improvement in knowledge and skills(see figure 3 for detail).

All of the participants reported positive impacts of the workshops on their work, with (58.8% just positive impact, 41.2% very positive impact, see figure 4 for detail).

All the participants were willing to participate in additional workshops in the future (82.4% very willing and 17.6% willing to participate; see Figure 5 for detail).

Nearly all of the participants were satisfied about trainers (64.7% just satisfied, 29.4% very satisfied) and only one (5.9%) of the participants was very unsatisfied; see figure 6 for detail).

Participants' overall satisfaction about the workshop was distributed as (58.8%) very satisfied and (41.2%) just satisfied.

Participants' Recommendations:

Only three participants had no recommendations, while others' recommendations are shown in table 6.

Table 1. Sex distribution of the participants

Sex	Frequency	%
Male	12	70.6
Female	5	29.4
Total	17	100

Table 2. Distribution of participants by governorates

Governorates	No. of Attendants	%
Najaf	17	100

Table 3. Distribution of the participants by professions

Profession	Frequency	%
Medical Doctor	12	70.6
Community Medicine Specialist	4	23.5
Statistician	1	5.9
Total	17	100

Table 4. Distribution of the participants by administrative positions

Position	Frequency	%
DOH Department Manager	1	5.9
PHCC Manager	1	5.9
Hospital manager	1	5.9
Community Medicine specialist	2	11.8
Others	12	70.6
Total	17	100

Table 5. Distribution of participants by opinions about the workshop

Opinion about:	No.	%
1-Workshop length		
Too short	0	0
Short	13	76.5
Just about right	0	0
long	4	5.9
Too long	0	0
Total	17	100
2-Workshop usefulness		
Very useful	15	88.2
Useful	2	11.8
Unuseful	0	0
Total	17	100
3-The improvement of their skills and knowledge		
Major	12	70.6
Minor	5	29.4
No Improvement	0	0
Total	17	100
4-Workshop impact on the participants work		
Very positive	7	41.2
Positive	10	58.8
No impact	0	0
Total	17	100
5-Participants' willing for additional participation		
Very willing	14	82.4
Willing	3	17.6
Unwilling	0	0
Very unwilling	0	0
Total	17	100
6- Participants' satisfaction about the trainers		
Very satisfied	5	29.4
Satisfied	11	64.7
Unsatisfied	0	0
Very unsatisfied	1	5.9
Total	17	100
7- Overall satisfaction about the workshop		
Very satisfied	10	58.8
Satisfied	7	41.2
Unsatisfied	0	0
Very unsatisfied	0	0
Total	17	100

Table 6 Participants' Recommendations

Recommendations	No.
1- More attention to practical sessions (e.g. Computers, internet, lab. Equipments)	6 recommendations
2- informing the participants about the start date of the workshop within an enough period of time	2 recommendations
3- Selecting well qualified trainers each according to his specialty and distributing the lectures among them.	4 recommendations
4- Need for audio visual aids during teaching process	6 recommendation
5- Awarding the brilliant participants a financial gift.	4 recommendations
6- Holding the workshop in one of the PHCCs with clinical sessions	4 recommendations

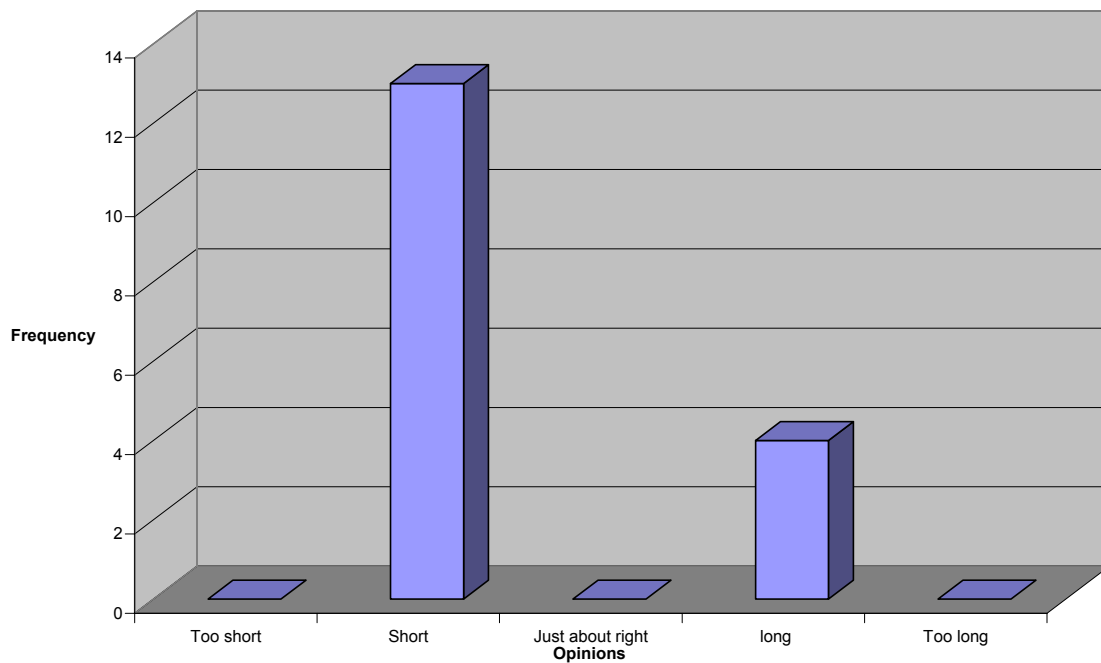


Figure 1 Distribution of participants by their opinions about workshop length

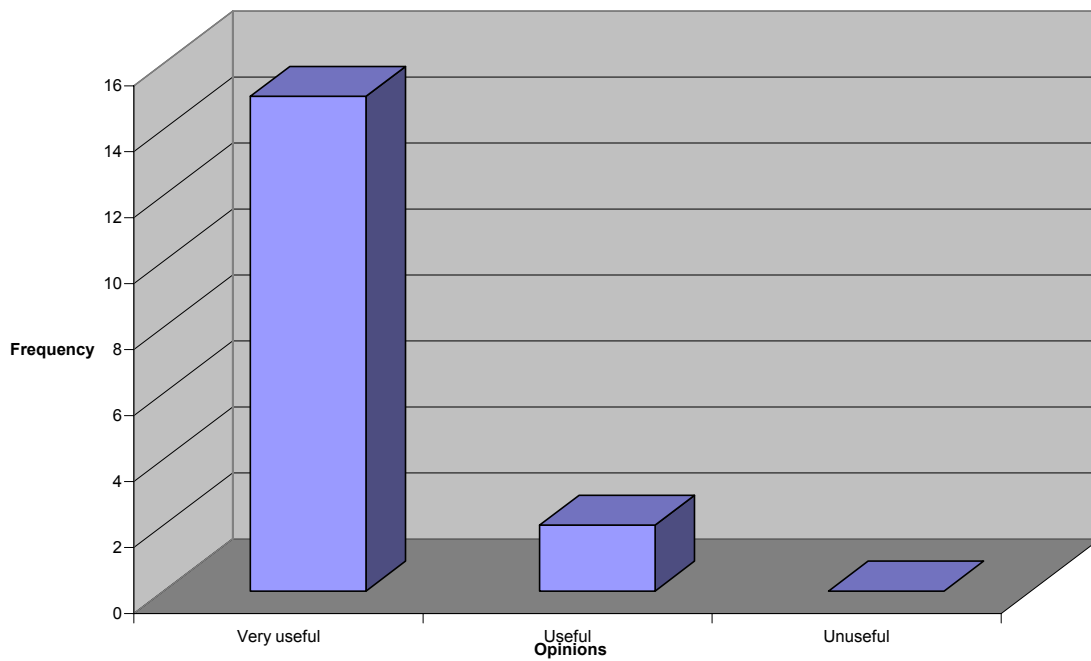


Figure 2 Distribution of participants by their opinions about workshop usefulness

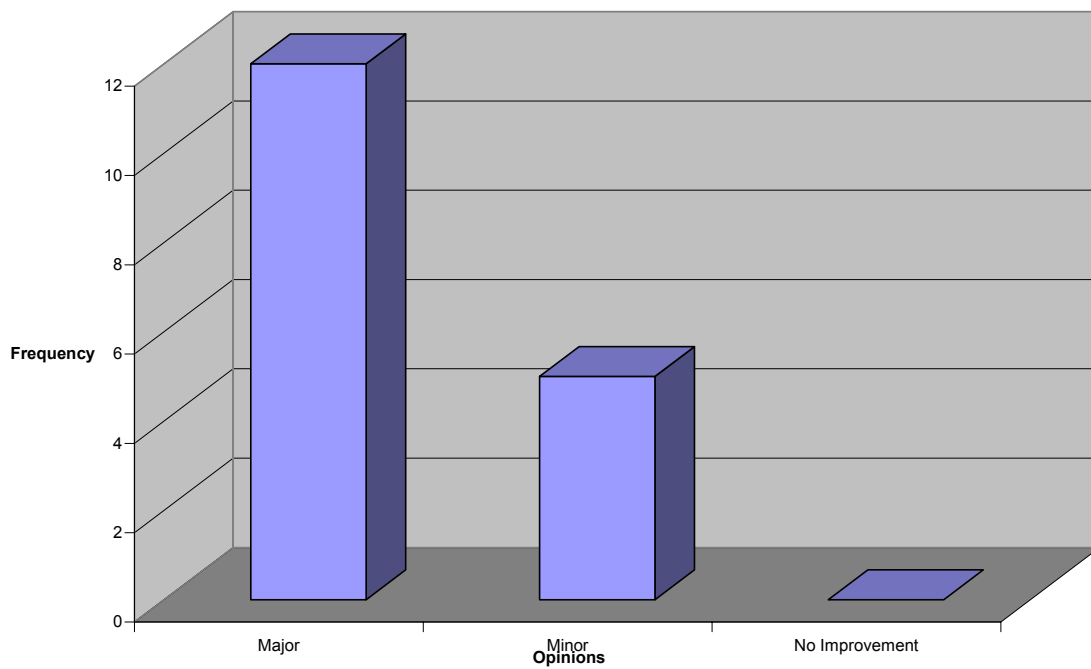


Figure 3 Distribution of participants by their opinions about the improvement in their knowledge & skills

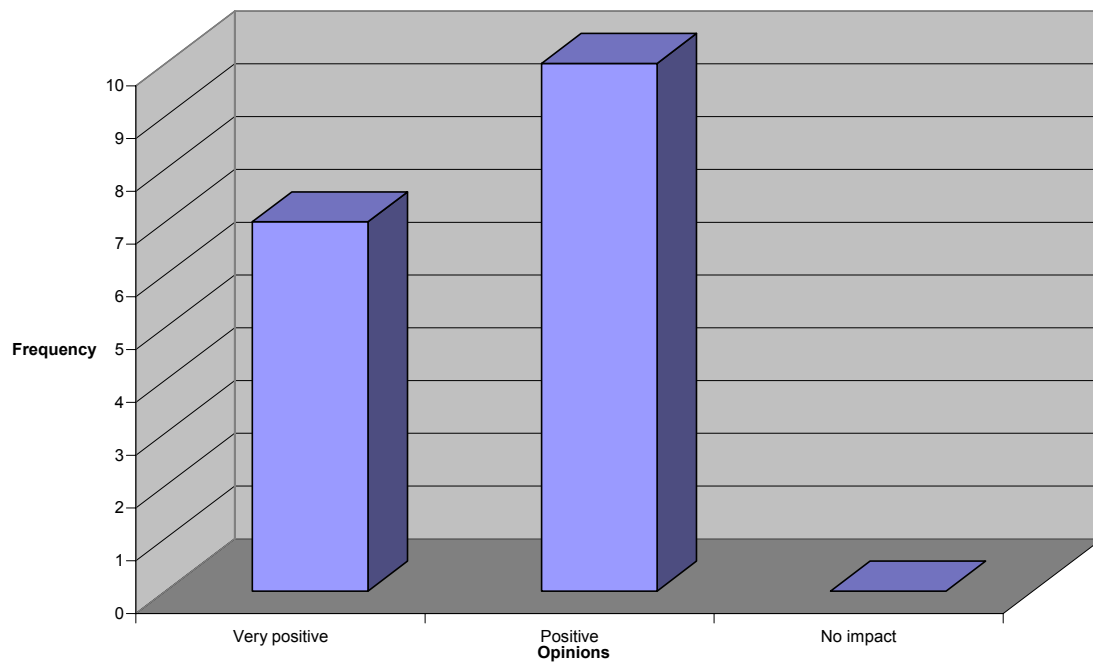


Figure 4 Distribution of participants by their opinions about workshop impact on their work

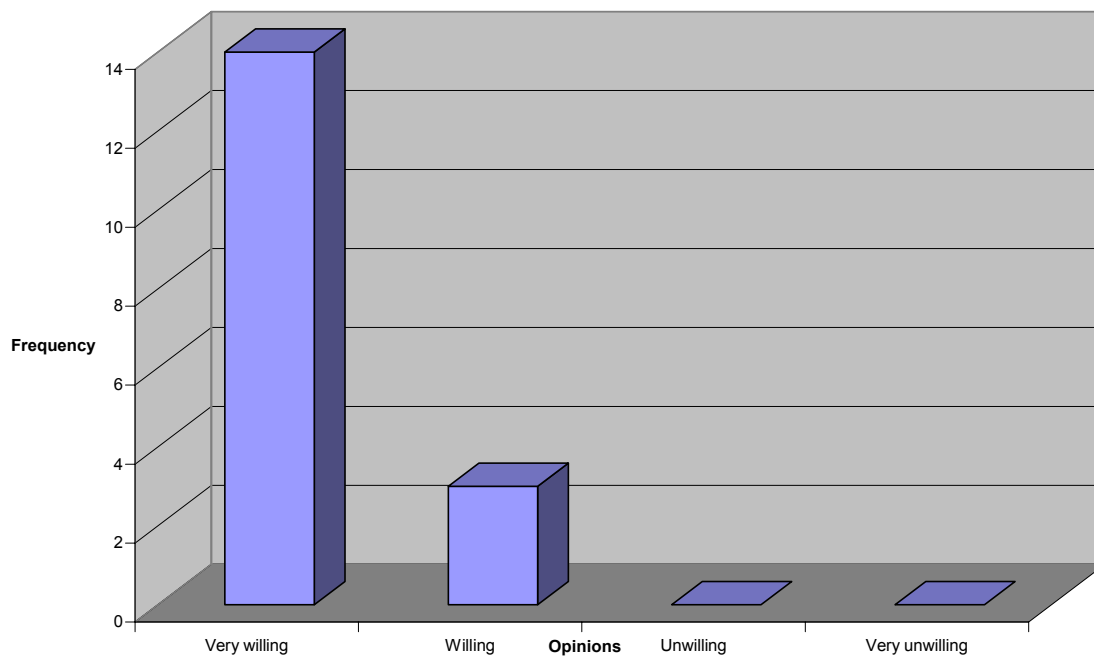


Figure 5 Distribution of participants by their opinions of willingness to participate in additional workshops

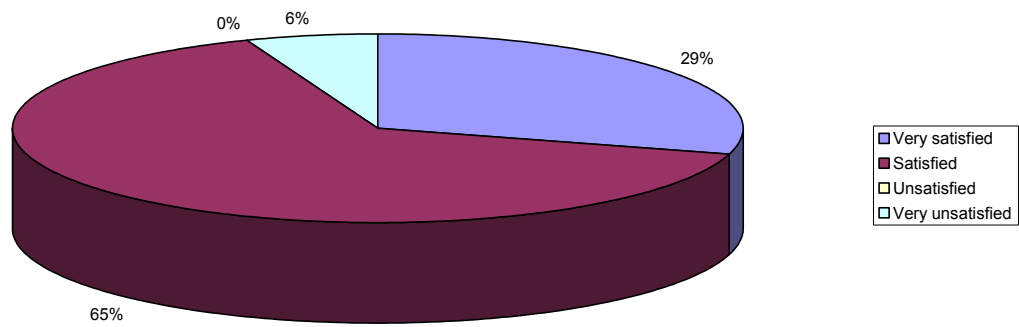


Figure 6 Distribution of participants by their opinions of satisfaction about the trainers

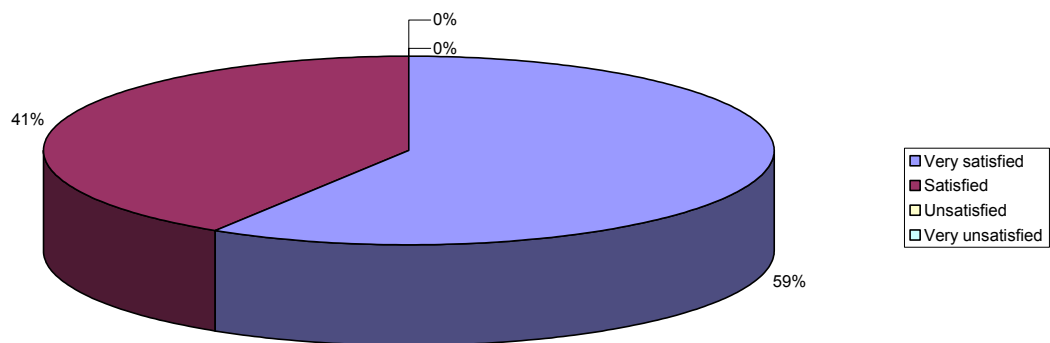


Figure 7 Distribution of participants by their opinions of overall satisfaction about the workshop

5. Conclusions

- Male percentage is much higher than females in this particular workshop, as there were higher percentages of females in the workshops of other governorates.
- All of the participants were doctors, they were eager to learn about computers and internet. Also they were asking for more practical and clinical training sessions, and there were some opinions about supporting the brilliant participants financially during the training, and if this will be applied it will make them more eager to actively participating in future similar workshops.
- Almost all participants reported satisfaction with the workshop, in terms of trainers' capacity and overall workshop quality which means that the workshop team succeeded to use the right teaching ways to train the attendants. But they also asked for the use of teaching aids such posters and the audio visual aids.
- All of the participants reported that they were willing to participate in additional workshops this indicates that they got experience and benefit as it appeared in their opinions about the workshop impact and usefulness. The workshop team succeeded to achieve their objective and also to attract the attendants for further workshops.